

The Permanent Salary Conversion Table in Universal Salary Schedule Section 7 contains every dollar rate between \$1,001 and \$12,000.

Information regarding applicable laws can be found in the California Law Government Codes which can be accessed on the Internet at <http://www.leginfo.ca.gov>.

Information regarding applicable rules can be found in the California Code of Regulations, Title 2 Administration, which can be accessed at the Office of Administrative Law website, <http://www.oal.ca.gov>.

The Department of Personnel Administration establishes salaries and benefits for excluded employees and negotiates salaries and benefits for represented employees with various exclusive representatives. In determining the appropriate salary range for a class, a number of factors are taken into consideration:

1. Salaries and benefits paid for comparable service in State Government and other public and private employment.
2. Internal consistency of rates; equal pay for equal work; and pay differentials based on differences in the kind, difficulty, or responsibility of the work.
3. Individual employee performance.
4. Ability of the State to recruit and retain qualified employees.
5. Duties and responsibilities of the classifications.
6. Amount of money budgeted for State employee compensation.

The salary range established for each class consists of a minimum rate and a maximum rate. The minimum of the range serves as the normal entrance rate for new appointees to any position in a class and represents the lowest rate to be paid any employee who is considered qualified for appointment to or retention in a position. The maximum of the range represents the highest rate paid for the employees in the class. The maximum takes into consideration inherent limitations as to level of difficulty of the duties and responsibilities of the class and the relation of the class to other classes.

Salary Definitions (DPA Rule 599.666, The Pay Plan):

1. "Salary range" is the minimum and maximum rate currently authorized for the class.
2. "Step" for employees compensated on a monthly basis is a 5% differential above or below a salary rate rounded to the nearest dollar and for employees compensated on a daily or hourly basis is a 5% differential above or below a rate rounded to the dollar and cents amount.
3. "Rate" for employees compensated on a monthly basis is any one of the full dollar amounts found within the salary range and for employees compensated on a daily or hourly basis any one of the dollar and cents amounts found within the salary range.

4. “Range differential” is the difference between the maximum rate of two salary ranges of the Pay Plan.
5. “Substantially the same salary range” is a salary range with the maximum salary rate less than two steps higher or lower than the maximum salary rate of another salary range.
6. “Higher salary range” is a salary range with the maximum salary rate at least two steps higher than the maximum salary rate of another salary range.
7. “Lower salary range” is a salary range with the maximum salary rate at least two steps lower than the maximum salary rate of another salary range.

The alphabetic and schematic listing of the Pay Scales contains the following identifiers:

CLASS CODE

Each classification has been assigned a four-digit code number, which immediately precedes the class title in the alphabetical section. The class code is used for all payroll and transaction purposes.

SCHEMATIC CODE

Each classification has been assigned a schematic code, which consists of two letters and two digits, which immediately precedes the class code in the alphabetical section. The schematic code is used to locate the classification in the schematic section of the pay scales. See SECTION 16 for Schematic Arrangement of Classes.

COMPENSATION (SALARY RANGE)

The minimum and maximum salary for a class.

TRADE RATE

Trade Rate indicates that an hourly or daily rate is paid in accordance with the rate of pay that prevails for comparable working conditions in the particular trade or craft in the community in which the work is done. See DPA Rule 599.690 of the California Code of Regulations.

COMPRESSED SALARY RANGES

Compressed salary ranges, identified by a Footnote 12 in the Pay Scales, occur when the maximum salary for the class or the maximum rate in a range within the class is compressed. The following salary rates are to be used as the compressed range in determining salary relationships for the following classes:

SECTION 4:**INFORMATION**

Schem Code	Class Code	Class Title	Salary Rate 3/01/04
SP50	7825	Chief Medical Consultant, Department of Rehabilitation	\$11,186
SK60	7756	Chief Viral and Rickettsial Diseases Laboratory, Range B	\$11,186
SK60	7756	Chief Viral and Rickettsial Diseases Laboratory, Range C	\$11,739
SP30	7815	Medical Consultant (Office of Prevention)	\$10,674
SF20	7616	Senior Psychiatrist (Specialist), Range C	\$11,449
SF25	9270	Senior Psychiatrist Correctional Facility (Specialist), Range C	\$11,449
SI20	7705	Public Health Medical Officer III, Range B	\$10,674
SH31	0658	Assistant Director (Medical Department of Health Services CEA	\$11,561
SB17	7606	Office of Program Review Consultant (Medical), State Hospitals, Range C	\$11,794
SE35	7610	Chief of Professional Education, Developmentally Disabled Hospital, Range B	\$11,247
SE35	7610	Chief of Professional Education, Developmentally Disabled Hospital, Range C	\$11,794
SH90	7611	Deputy Director, Health Programs, C.E.A., Range C	\$11,561
SE90	7612	Chief Psychiatrist, Correctional Facility, Range C	\$11,794
SH33	7674	Public Health Medical Administrator I, Range B	\$11,247
SH33	7674	Public Health Medical Administrator I, Range C	\$11,794
SH34	7675	Public Health Medical Administrator II, C.E.A., Range C	\$11,561
SH35	7668	Chief Office of County Health Services, Range C	\$10,719

Unless otherwise specified, all rates of pay are quoted in dollars per month and are for full-time employment.